

A stylized, glowing blue lightning bolt graphic that starts from the top left, curves down, and then extends towards the bottom right corner of the slide.

TAKING BIAS OUT OF THE BOX: HOW CURIOSITY CAN HELP ADDRESS RECRUITMENT

RECOVERY
CAREER SERVICES

MY GOALS

Not to teach you anything!!!

Make you

- ✓ Smile
- ✓ Think
- ✓ Feel

WHAT I'LL SHARE WITH YOU

- Executive Summary
- My Story
- A Troubling Cycle
- Second Chance Hiring Benefits
- The Solution to Overcoming Bias
- More Effective Second Chance Hiring
- Giveaway (money is involved)!
- Final Thought

EXECUTIVE SUMMARY

- The US has an incarceration problem, which leads to employment and recidivism issues
- There is already EEOC guidance about how employers should treat job seekers with criminal convictions

EXECUTIVE SUMMARY

- There are significant benefits to hiring from this talent pool
- There are many very easy (and free) ways to improve your hiring practices for these applicants



MY STORY

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HOW IT WAS



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A TROUBLING CYCLE

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THE US HAS A CRIMINAL JUSTICE ISSUE

77M

600K

11.4M

6K

2M

95%

98K

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LEADS TO NEGATIVE JOB OUTCOMES

- 60% of people who were incarcerated are unemployed one year after release
- 64% of unemployed men in their 30s have a criminal record
- 60% higher call back rates for those without criminal convictions

WHICH INCREASES RECIDIVISM

- The #1 reason for re-offense is poverty
- WA State spends about \$241M per year on recidivism
- Recidivism impacts feelings of safety, community, and vibrancy

BENEFITS

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SECOND CHANCE HIRING BENEFITS

- Lower Turnover Rates/Higher Retention
- Taxpayer Savings and Tax Benefits
- More Competitive Workforce
- Increased Diversity
- Stronger and Safer Communities



THE SOLUTION TO OVERCOMING BIAS

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HOW TO USE CURIOSITY?

- Companies do well with the first question
- Most important question is the second one

EXERCISE

9-minute exercise

- Get into groups of 2 or 3 – 1 minutes
- Come up with a good second question – 3 minutes
- Quick report out – 5 minutes

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HOW TO EVALUATE THESE JOB SEEKERS

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EEOC 2012 GUIDANCE

- Using criminal history may be a violation under Title VII of the Civil Rights Act of 1964
- Says that employers should use the “nature-time-nature” test to evaluate applicants’ fitness
- Include an individualized assessment

INDIVIDUALIZED ASSESSMENT TIPS

- Absolutely, positively do not use your gut
- Do not let one bad hire ruin your attitude
- Get more than one person included in the evaluation or have a system
- Ask questions that uncover their life since the last conviction



WHERE TO FIND THIS TALENT

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WHERE TO FIND THE WORKERS?

- Workforce development system
- Other government agencies
- Local nonprofits
- Parole and probation officers
- Flow of applications

HOW TO IMPLEMENT PRACTICES

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LOW EFFORT

- Follow the EEOC guidance
- Fairly consider job seekers through the natural flow of applications

MEDIUM EFFORT

- Add a blurb to your EEOC statement in your job postings, employee handbook, and website
- Internally publish your disqualifying offenses for criminal history and share those policies with applicants before performing preemployment background checks

HIGH EFFORT

- Analyze every position in your company to seek opportunities for those with criminal convictions
- Appoint more than one person to hire and evaluate these job seekers
- Establish relationships with CBOs and government agencies that serve those with criminal convictions

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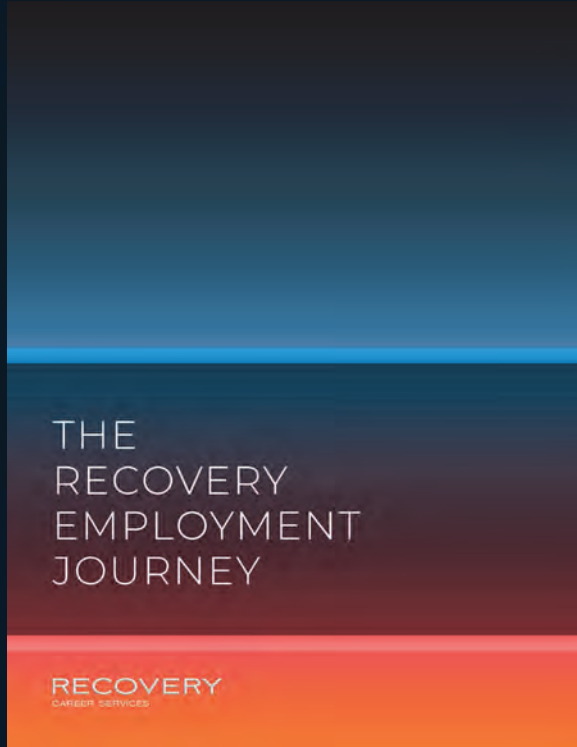
YAKIMA

A FINAL THOUGHT



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ONLINE COURSE FOR SERVICE PROVIDERS



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I WROTE A BOOK!

SECOND CHANCE HIRING

Human Resources Strategies to
Lower Your Risk Through
Inclusive Recruiting



TY REED



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For more info, to find help, donate, or
see data and resources

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